



**ARMSTRONG
CRAVEN**

people intelligence

ARMSTRONG CRAVEN **MAPPING**

Planning ahead to ensure your business has the right people today and tomorrow is vital to any organisation.

Our talent mapping service allows companies to identify potential profiles for your talent acquisition team to contact, engage and assess.

Mapping allows you to understand the available talent and is usually the prelude to a full talent pipelining process.

BENEFIT

Armstrong Craven's mapping work enables organisations to get a view of the current talent landscape.

This is particularly important for those faced with identifying and recruiting candidates for scarce and senior positions.

We provide a high quality, cost effective mapping service, partnering an organisation's internal talent acquisition team.

Our mapping service is often used by businesses whose internal talent team requires additional support to boost the number of candidate targets.

Talent mapping allows organisations to adopt a strategic rather than operational approach to hiring.



APPROACH

Our work illuminates the talent landscape, helping clients to establish target organisations, providing names, job titles and contact details – but does not yet involve any candidate engagement.

The mapping process begins with a full briefing and client communication points being agreed.

Our experienced team of mapping and pipelining experts will then identify candidates through online and telephone research before filtering and assessing profiles.

The result will be a high quality, comprehensive report that illuminates the research and gives a full understanding of the talent.

This is Armstrong Craven Mapping.

APPLICATIONS

Talent Acquisition

The most common reason for talent mapping is to help an organisation find and acquire the best talent.

We will partner with a business's internal talent acquisition team to provide a specific, high quality, cost effective service which allows them to take a strategic approach towards hiring the right people.

Business Continuity

Robust talent mapping can play a vital role in ensuring business continuity. We can help you identify the right people with the right resilience and agility to underpin your business success when the need arises in the future – whether that is tomorrow or in 5 years' time.

Diversity Planning

It is generally accepted that using a targeted approach to improve diversity within an organisation will lead to increased revenues and company performance.

Diversity is not something you can pay lip service to. It has to be ingrained in an organisation's culture. It is not about tackling issues like gender or race or age or sexual orientation in isolation. It is about developing robust policies and practices and embedding them into the way you do business wherever you operate in the world.

Our mapping work will help your business develop the right strategy and practices to broaden your talent pool.

Succession Planning

The more you plan for the future, the better prepared you will be when the need arises. We can help you identify and cultivate the individuals who have the capability to 'step up' when the need arises.

By being prepared, you can help to ensure your business continues to function effectively with minimal disruption.



Armstrong Craven is a global talent mapping and pipelining partner for scarce and senior positions. We provide a high quality and cost effective service, delivering better results for our customers. We work across a number of industry sectors including technology, healthcare and life sciences, professional and financial services, industrial and consumer. Our clients include some of the world's most influential and respected businesses, building and delivering bespoke, innovative and client owned mapping, pipelining and insight services fully attuned to their business and HR priorities.

If you would like to find out more about Armstrong Craven mapping, please contact our team on:

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